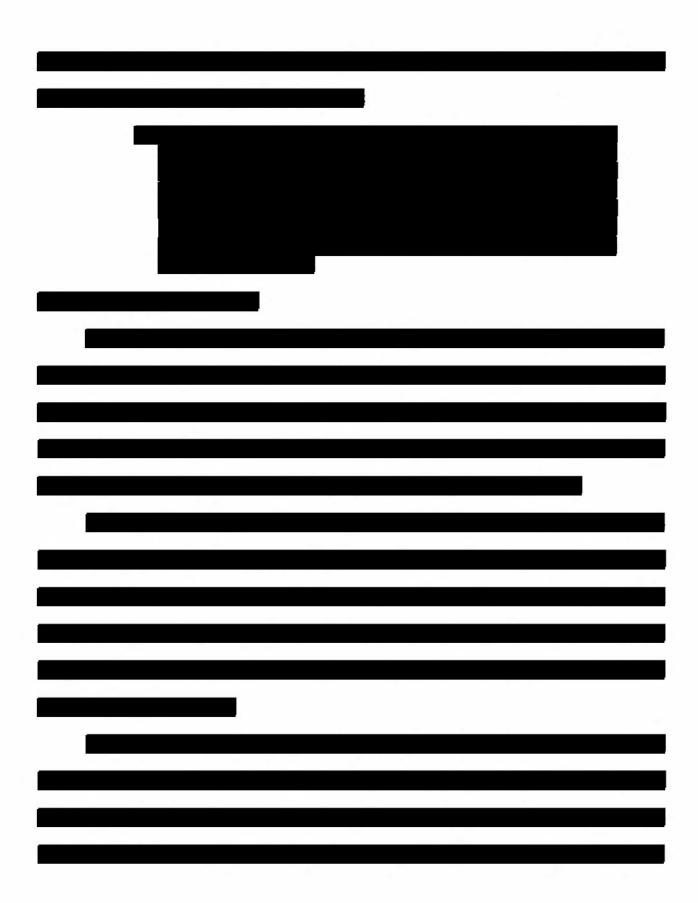
AMERICAN ARBITRATION ASSOCIATION EMPLOYMENT ARBITRATION TRIBUNAL

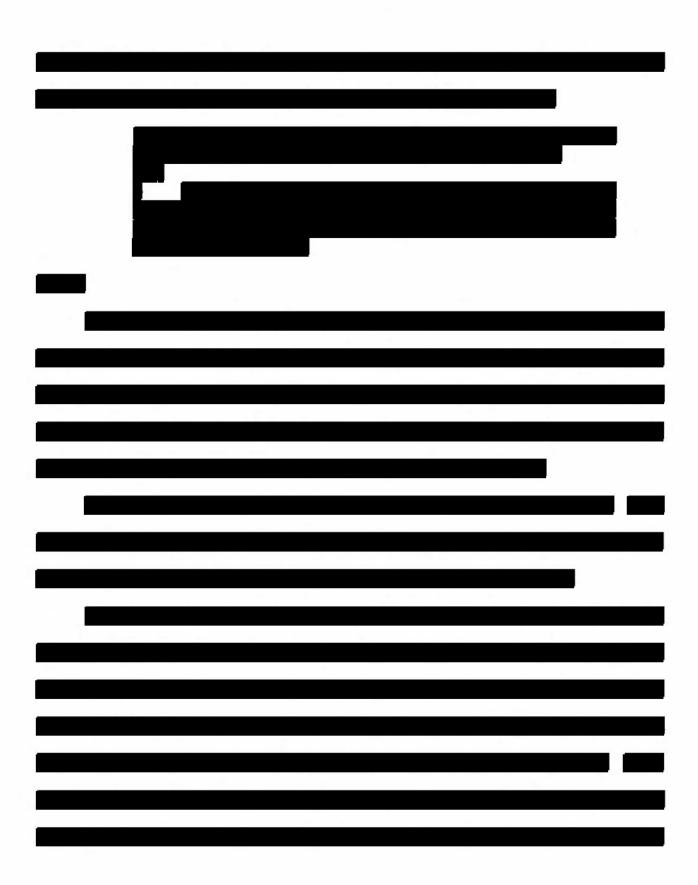
	1
JEAN-PHILIPPE MAHEU,)
Claimant,) AAA Case No. 01-23-0002-2430
-against-)
TWITTER, INC. AND X CORP.,)
Respondents.))
)

FINAL AWARD

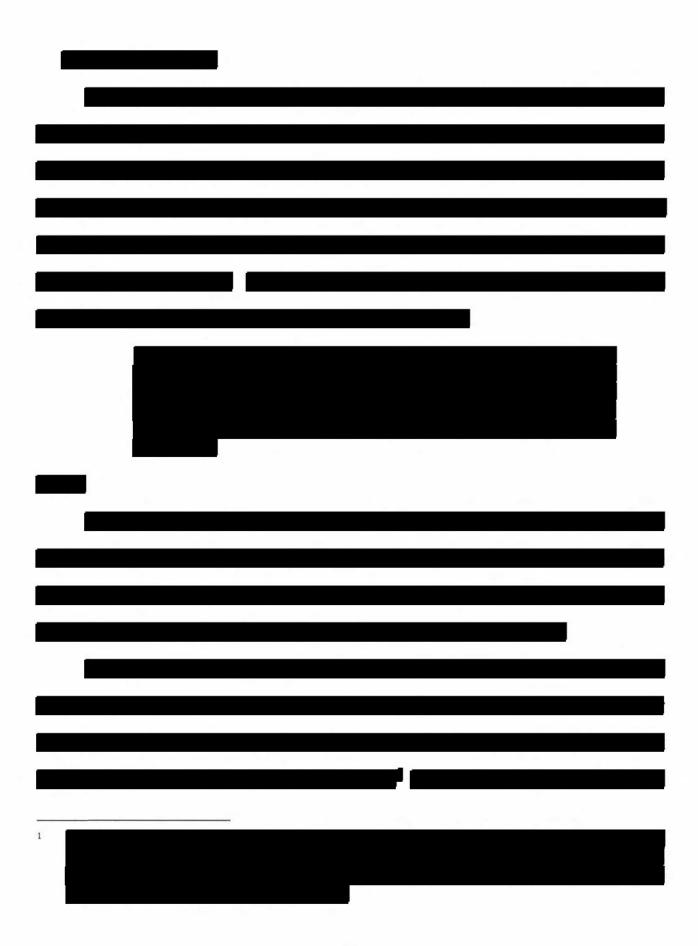
I, THE UNDERSIGNED ARBITRATOR, having been duly appointed and qualified pursuant to a Dispute Resolution Agreement (undated), and having been duly sworn, and Claimant, Jean-Philippe Maheu ("Claimant" or "Maheu") having been represented by Shannon Liss-Riordan, Esq., Brad Manewith, Esq. and Trevor Byrne, Esq. of Lichten & Liss-Riordan, P.C., and Respondents, Twitter, Inc. and X Corp. (collectively "Respondents" or "Twitter"), having been represented by Margaret Schmidt, Esq., Elyde Thompson, Esq. and Annie Goodman, Esq. of Quinn Emanuel Urquhart & Sullivan LLP, and a hearing having been held and the undersigned having duly heard the proofs and allegations of the parties, do hereby AWARD as follows:

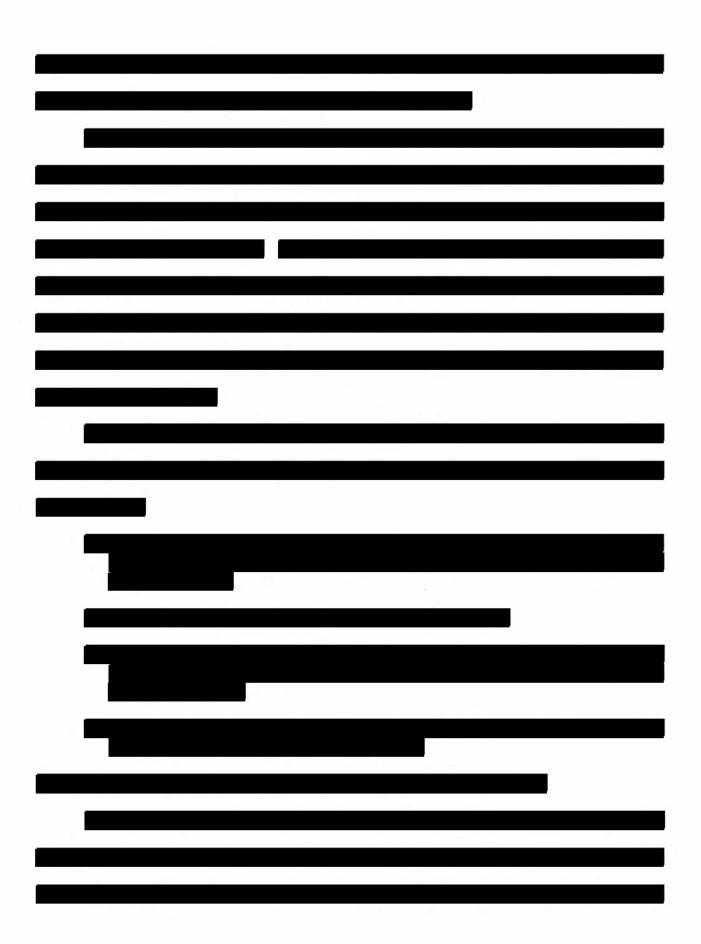
BACKGROUND



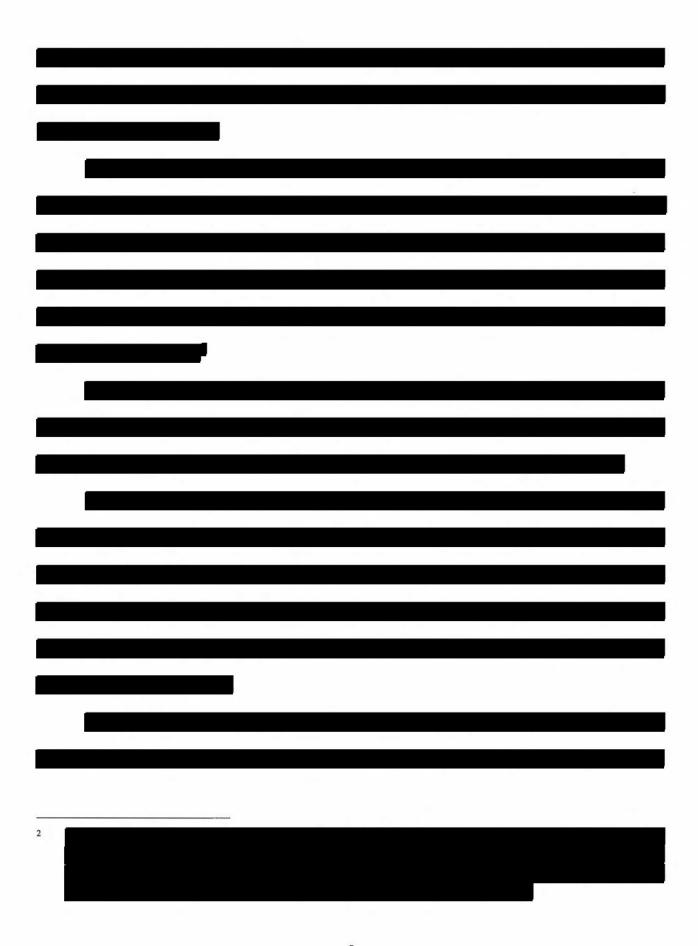


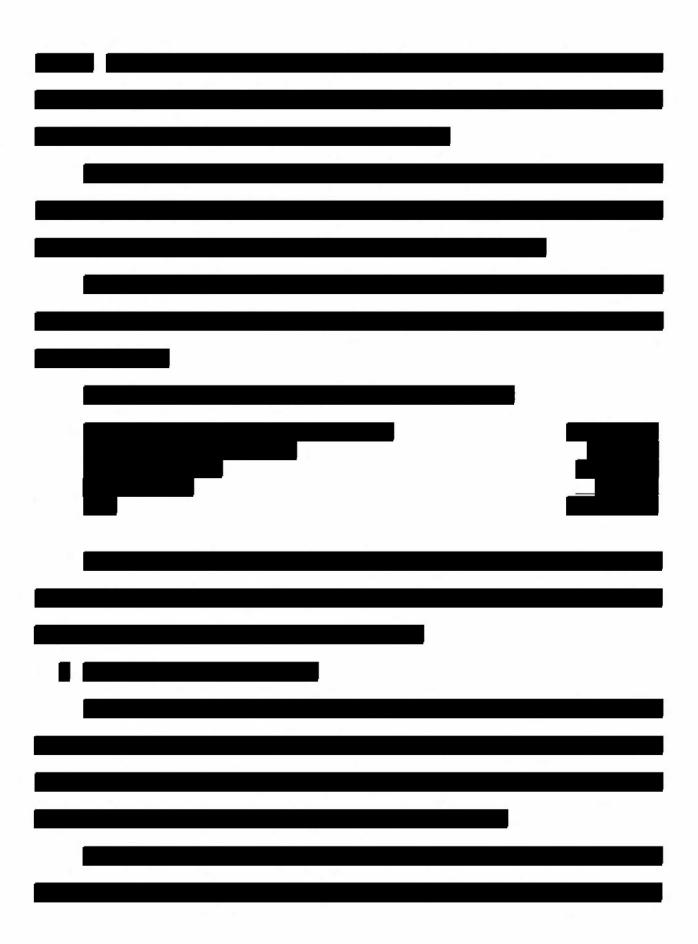
Maheu	commenced this arbitration proceeding on April 28, 2023, asserting the following
	commenced this arottation proceeding on April 26, 2023, asserting the following
claims:	
Respor	ndents filed their Response to Claimant's Arbitration Demand on August 7, 2023
	. A hearing was held on September 10
11 and 12, 202	4,
	. The conclusions reached herei
vere impacted	substantially by my assessment of the credibility of the witnesses who testified
Following the	evidentiary hearing, the parties filed extensive post-hearing briefs and responsive
oriefs and oral	argument was held on November 18, 2024.
DISCUSSION	7

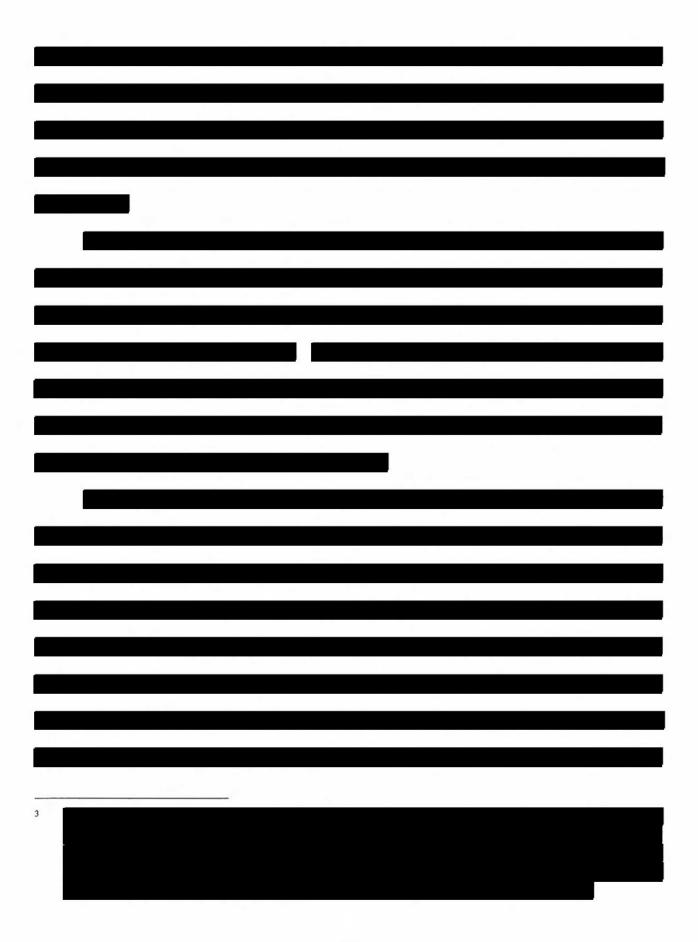




4 4000	4.00		
	- 1		
-			
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,









AWARD			
1.			
2.			
3.4.			

11/22/24 Date

Arthur D. Felsenfeld

I, Arthur D. Felsenfeld, do hereby affirm upon my oath as Arbitrator that I am the individual described in and who executed this instrument, which is my Award.

Date

Arthur D. Felsenfeld